

**2023-2024 HCEA Job Satisfaction Survey**

**JEFFERS HILL ES**

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	4	17	8	15		44	47.7%	52.3%
2) There is an atmosphere of open communication and trust in my school/worksite.	4	12	10	18		44	36.4%	63.6%
3) I personally feel successful in my work.	9	25		10		44	77.3%	22.7%
4) I feel involved in decision-making at my school/worksite.	3	17	6	17	1	44	46.5%	53.5%
5) I want to be involved in decision-making at my school/worksite.	7	28	2	5	2	44	83.3%	16.7%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	14	16	10		44	40.9%	59.1%
7) In my school/worksite, I am treated as a professional.	9	21	5	9		44	68.2%	31.8%
8) There is good teamwork among staff in my school/worksite.	13	28		3		44	93.2%	6.8%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	25	1	5	5	44	84.6%	15.4%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	11	22	5	6		44	75.0%	25.0%
11) My work performance is evaluated fairly.	9	25	2	8		44	77.3%	22.7%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	6	15	9	12	2	44	50.0%	50.0%
13) I am provided adequate work and storage space to prepare for and do my job.	11	17	8	8		44	63.6%	36.4%
14) My administrators/supervisors respect the negotiated contracts.	11	25		8		44	81.8%	18.2%
15) My planning time is respected by my school administrations/supervisors.	11	18	3	7	5	44	74.4%	25.6%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	3	19	9	9	3	43	55.0%	45.0%
17) In my school, student misbehavior interferes with learning.	18	18	2	5	1	44	83.7%	16.3%
18) Too much instructional time is spent administering assessments.	10	15		11	7	43	69.4%	30.6%
19) HCPSS professional development experiences are meaningful and worthwhile.	3	17	10	12	1	43	47.6%	52.4%
20) Increased workload has contributed to a decline in my morale.	15	11	4	9	3	42	66.7%	33.3%
21) I am paid fairly.	2	10	18	12	1	43	28.6%	71.4%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	16	10	12	5	44	43.6%	56.4%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	1	14	15	10	2	42	37.5%	62.5%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	15	29				44	100.0%	0.0%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	22	5	10		44	65.9%	34.1%
26) In my position, I receive appropriate and adequate support and training.	3	25	6	9		43	65.1%	34.9%
27) During this current school year, I have experienced harassing behavior from colleagues.	5	5	21	12	1	44	23.3%	76.7%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	4	5	20	14	1	44	20.9%	79.1%
29) During this current school year, I have experienced harassing behavior from parents.	1	8	20	14	1	44	20.9%	79.1%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	2	4	5	20	13	44	19.4%	80.6%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	4	21	4	3	12	44	78.1%	21.9%
32) In my school/worksite, I spend too much time in meetings.	3	12	3	21	4	43	38.5%	61.5%
33) In my school, there is adequate support for special education students.	2	3	26	13		44	11.4%	88.6%